

## Introduction

During the COVID-19 pandemic, mothers lost hours of paid work to care for children compared to fathers, even when other sources of child care were available. This may have occurred because mothers are held to different standards than fathers in the workplace (Correll et al., 2007). Changes in egalitarian views and workplace benefits may address gender disparities in the workplace. (Donnelly et al., 2015). With family-work benefits, mothers are better able to balance childcare without losing wages (Boushey, 2008). Third parties may be a useful intervention because they may influence decision makers' choices to support family work benefits (Vial et al. 2019).

### Hypotheses

1. Egalitarianism and perceived fairness of family work benefits will predict internship selection and will be moderated by gender.
2. Participants exposed to a professor who supports family work benefits will be more likely to select an internship that provides family work benefits.
3. The relation between condition and internship will be moderated by gender.

## Method

### Procedure

Participants completed study measures and were randomly assigned to a condition of cues of professors' support embedded into a syllabus versus no cues. Participants ranked companies to complete an internship which included family work benefits, individual work benefits, or was unavailable (foil).

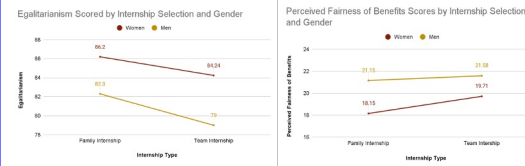
### Measures

- Demographic characteristics
- Sex-Role Egalitarianism Scale - KK (King & King, 1990)
- Perceived Fairness of Work/Family Benefit Scale (Parker & Allen, 2001)
- Internship ranking to measure third party influence

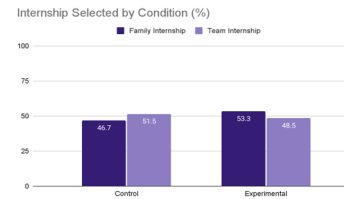
### Participants

Age (Mean/SD)	Percent
Year	18.79 (.67)
First Year	55.1%
Sophomore	41.7%
Race/Ethnicity	
White	90.6%
Black/African American	3.1%
Asian	10.2%
Hispanic or Latinx	7.9%
Gender Identity	
Man	29.1%
Woman	70.9%

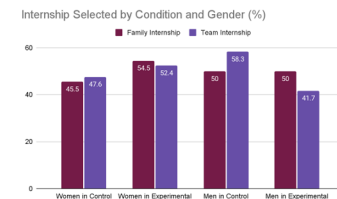
## Results



**H1. Partially Supported.** Higher egalitarianism scores predicted family friendly internship, but not gender nor family work benefits.



**H2. Not Supported.** Students exposed to cues in a syllabus that a professor supported family work benefits were not more likely to select an internship that provided family work benefits.



**H3. Not Supported.** The relation between professor cues and internship selection did not vary by gender. However, men and women in the experimental group selected a family friendly internship more often than the control group (not significant).

## Discussion

Participants with egalitarian attitudes favored an internship that promoted work-life balance. Notably, women reported significantly higher egalitarianism scores than men and men reported significantly higher scores in a measure of work family benefits than women. However, differences in participant gender did not result in selecting an internship with family work benefits. A possible explanation for the professors cues not influencing internship selection is that the stimulus was too subtle.

### Limitations

Participants were mostly White and Western, educated, industrialized, rich, and democratic (WEIRD) and the sample included more women than men. Another limitation is that the sample size for the study (N=127) was relatively small.